

# Impacting Faculty Effectiveness Through Institutional Policy and Practice

Vertex Symposium | October 6, 2018



**EDUCATE TEXAS**

*a public-private initiative of Communities Foundation of Texas*



- 10:00-10:05 Introductions
  
- 10:05-10:30
  - AACRAO Research Brief – Kelty Garbee, Educate Texas
  - Solving the Dual Enrollment Staffing Puzzle – Sarah Hooker, JFF
  - El Paso Community College Overview – Tonie Badillo, EPCC
  
- 10:30-11:00 Discussion with Sarah and Tonie
  
- 11:00-11:15 Question and Answer



## **American Association of College Registrars & Admission Officers**

### **Survey on dual enrollment:**

- Value of dual enrollment**
- Obstacles to offering dual enrollment**



## Convergence

1. Improved Access to College Courses
2. Improved Affordability of College Courses
3. Improved Access to Expanded Curriculum

## Divergence

1. Improved career options
2. Successful completion of dual enrollment is evidence of college readiness



## Obstacles to Offering Dual Enrollment

### K-12

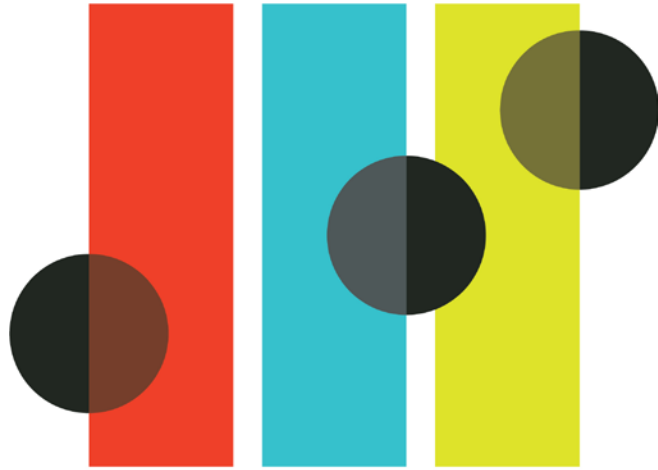
- Lack of Credentialed Instructors
- Other – cost of books/courses

### Higher Education

- Other – “our institutional culture”



- Higher education has a responsibility to clearly communicate how credits may or may not transfer in advance of students spending time and money.
- K-12 advisors should be able to articulate advantages and limitations of dual enrollment.
- When developing articulation agreements, discuss reluctance or unwillingness to accept credits, particularly if they are transferable as an Associate's degree.
- Offer more instructor credentialing programs.
- Identify ways to reduce costs to institutions and students/families.



**JFF**

# SOLVING THE DUAL ENROLLMENT STAFFING PUZZLE

*Vertex Symposium, October 6, 2018*

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Sarah Hooker  
Jobs for the Future

ALL YOU NEED TO KNOW  
**ABOUT JFF**

The American labor market is broken. Our rapidly changing economy demands skilled and adaptable workers, but many people lack the education and training employers require. JFF is transforming the workforce and education systems to accelerate economic advancement for all.

JFF designs innovative solutions, scales proven programs, and influences industry action and policymaking to drive the most transformative impact.





## 13 EARLY COLLEGE EXPANSION PARTNERSHIP

# BUILDING THE DUAL CREDIT TEACHING FORCE

2012- 2018

1. Denver Public Schools, CO
2. Brownsville Independent School District, TX
3. Pharr-San Juan-Alamo Independent School District (PSJA), TX



**Solving the Dual Enrollment Staffing Puzzle**  
STRATEGIES FROM THE EARLY COLLEGE EXPANSION PARTNERSHIP



By Sarah Hooker · November 2017



# DELIVERY MODELS AND TRADEOFFS

## USING COLLEGE INSTRUCTORS

1. High school typically must pay an “instructor fee”—per course section delivered
  - E.g. PSJA and South Texas College: **\$3,200 per course**

## USING HIGH SCHOOL TEACHERS

1. High school and/or college may offer a stipend for teachers who deliver dual credit courses :
  - PSJA: **\$1,000/semester** for 1-2 courses; **\$1,500/semester** for 3+
2. High school may also have salary incentive for teachers with Masters’ degrees
  - PSJA: **\$1,000/semester**

Efficiencies from scaling up and strategic scheduling: in this example, the cost per college credit goes down as you increase the number of DE course sections delivered per high school teacher.

# IDENTIFYING THE MOST COST-EFFECTIVE CHOICE ALSO DEPENDS ON:

## GOAL

- Share of students participating
- Number of credits earned by graduates



## SCALE

- School/ district size
  - Class size
- Average DE teaching load/ teacher

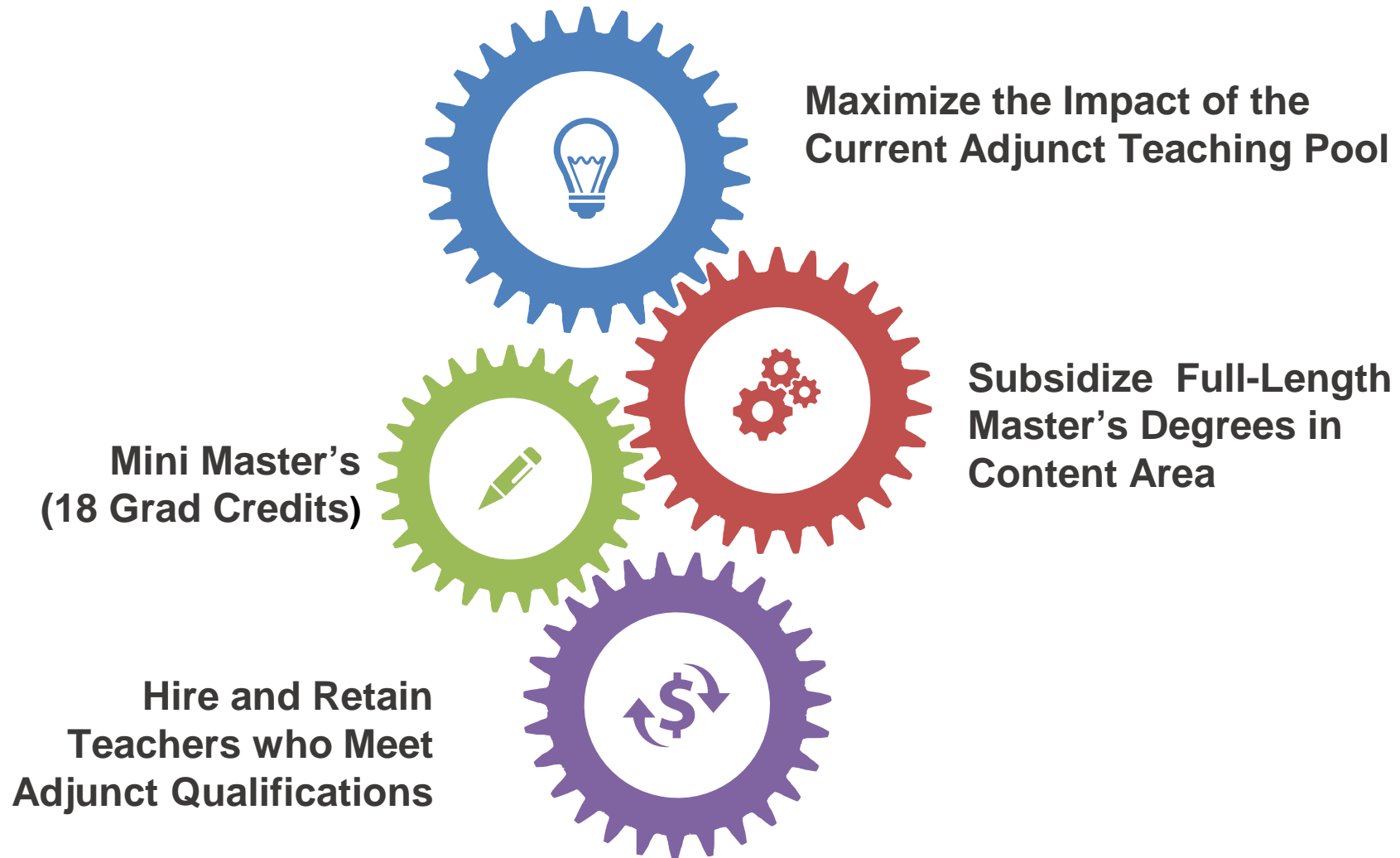


## CAPACITY

- # of adjuncts (HS teachers)
- # of HS teachers in the pipeline to become adjuncts
- Availability of college instructors to teach DE



# COMPREHENSIVE APPROACHES



# INSTRUCTOR QUALITY

DUAL CREDIT INSTRUCTORS NEED TO BE PREPARED FOR AND SUPPORTED IN THEIR DUAL ROLE





RECENT WORK ON DUAL CREDIT FACULTY: QUANTITY AND QUALITY

## DUAL CREDIT TEACHING FORCE INITIATIVE

Design, implement, and document a model to increase the number of qualified dual credit instructors and build their skills for supporting student success in the "transition zone"

- Assess current and future staffing needs
- Pilot programs and incentive structures to increase teachers' access to graduate courses needed to meet requirements as adjunct faculty
- Provide professional development for cohort teachers



# Dual Credit at EPCC



El Paso  
Community  
College

The Best Place to Start *and Finish!*

**VERTEX** *Research & Policy Symposium on Concurrent  
Enrollment & Dual Credit*

October 5-6 2018



## The Importance of Dual Credit in the El Paso Region

- EPCC offers core, CTE, and foreign language **college courses for dual credit** at no cost to qualified students.
- The courses are taught by **instructors credentialed by EPCC**, on site, online or on campus.
- We serve students at **public, private and charter high schools**.
- Students who take college courses for dual credit are **twice as likely to graduate from high school and pursue a post-secondary degree**.

<https://youtu.be/2VgZlTh3XJc>





## Early College High Schools (ECHS)

Students **underrepresented in higher education** have the opportunity to earn an associate degree and a high school diploma in 4 years.

Schools apply for designation to the Texas Education Agency (TEA) every year and must comply with the **TEA Blueprint**.

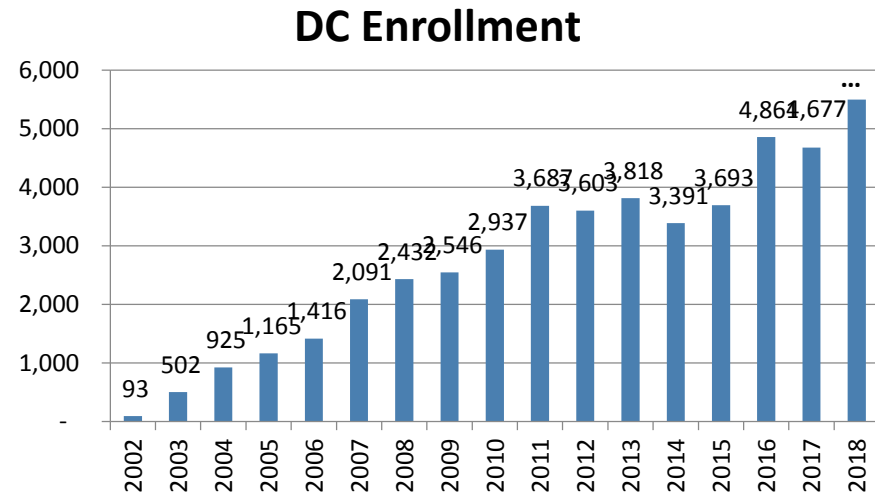
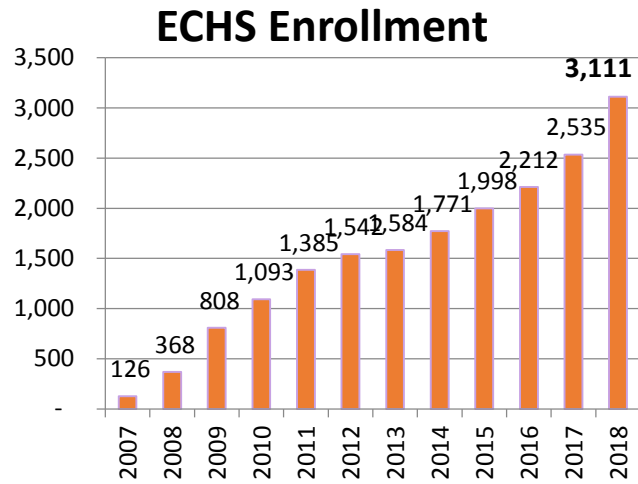
We have **three ECHS models**: on a college campus, standalone, and school-within-a-school.

**74%** of these students earn an associate degree before they graduate from high school.

Currently **12 schools** and **2,736 graduates to date**



# Dual Credit Enrollment



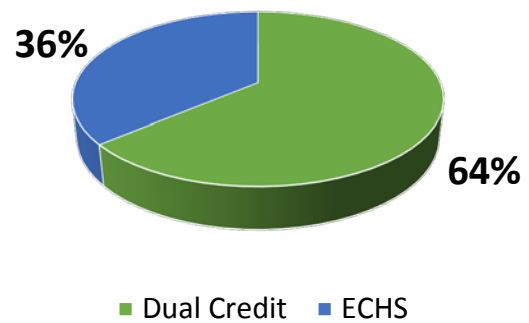
**8,608**

Source: Student Banner Files and Early College Roster 9/17/18  
Compiled by: EPCC Office of Institutional Research

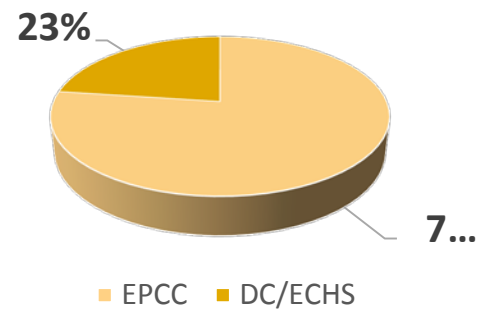


# Dual Credit Enrollment

### Dual Credit and ECHS Enrollment 2017/2018



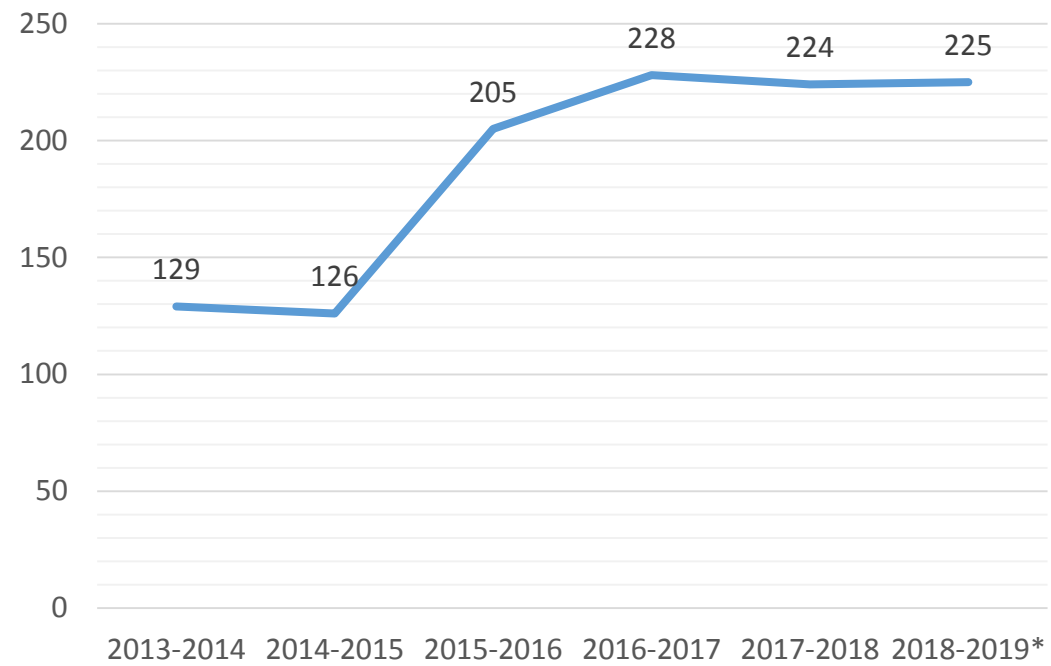
### Dual Credit and Overall Enrollment 2017/2018



Source: Student Banner Files and Early College Roster 9/17/18  
Compiled by: EPCC Office of Institutional Research



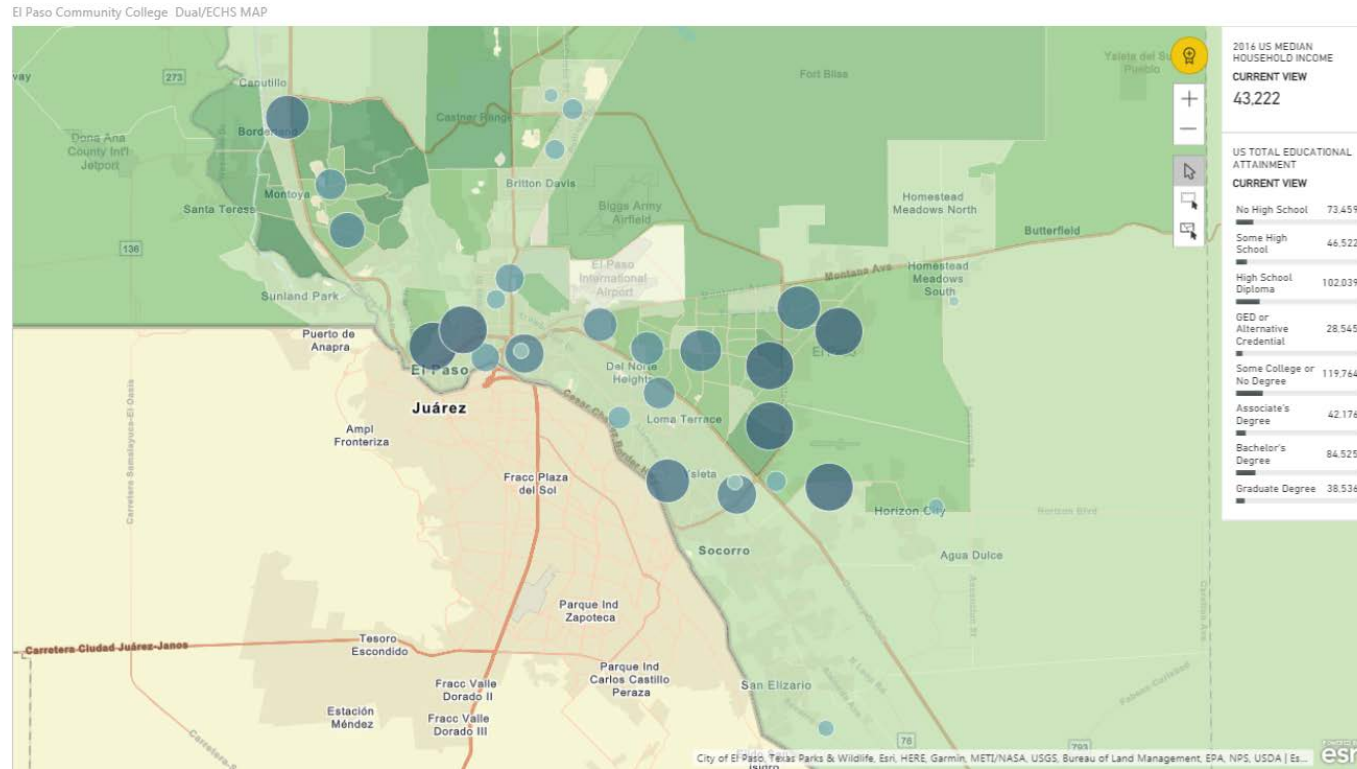
## On Site Faculty



*Note\*: 2018-2019 Data preliminary as academic year is still in progress.*



# Enrollment by On Site Faculty



Note\*: 2018-2019 Data preliminary as academic year is still in progress.



# Professional Development Events

**2<sup>ND</sup> ANNUAL  
DUAL CREDIT  
SUMMER  
CONVENING**



**SAVE THE DATE**

June 16, 2018  
8:00 a.m. - 1:00 p.m.

 EPCC ASC Boardroom  
9050 Viscount

The El Paso Community College District does not discriminate on the basis of race, color, national origin, religion, gender, age, disability, veteran status, sexual orientation, or gender identity.



**Save the Date!**

**Building Bridges**  
5th Annual  
Dual Credit Conference  
Saturday, October 20, 2018  
8:00 a.m. - 1:30 p.m.  
ASC Auditorium 9050 Viscount Blvd. Building A

 **El Paso  
Community  
College**

 **Building Bridges**  
EPCC Dual Credit Conference

For more information contact Sue Selk at 915-831-2815 or [sselk@epcc.edu](mailto:sselk@epcc.edu)

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# Professional Development Modules

A screenshot of a Blackboard LMS interface showing the "Professional Development Modules" page. The browser address bar shows the URL: https://online.epcc.edu/ultra/courses/\_9078189\_1/cl/outline. The page title is "Professional Development Modules". On the left is a navigation sidebar with categories like "New Dual Credit Faculty Learning Modules", "Professional Development Modules", and "Course Management". The main content area lists four modules, each with an icon, a title, and a brief description:

- Welcome: A Note on Instructional Design and Navigating Blackboard**  
Enabled: Statistics Tracking  
This professional development for dual credit administrators, faculty and facilitators is designed in modules. Each module will provide content, a video, and possibly an additional reading. You must complete each assignment/assessment in order to successfully complete these modules.
- Module 1: The Importance of Dual Credit in the El Paso Region**  
Enabled: Statistics Tracking  
This module provides interview with Dr. Diana Natalicio from UTSP and Dr. William Garrata from El Paso Community College discussing dual credits importance in Region XIII.
- Module 2: The Impact of Dual Credit**  
Enabled: Statistics Tracking  
This module provides an interview with Dr. Ivette Salina of the El Paso Collaborative for Academic Excellence.
- Module 3: EPCC Resources and Support of Dual Credit**  
Enabled: Statistics Tracking  
This module provides an interview with Dr. Steve Smith, EPCC VP of Instruction.

# Discussion with Tonie & Sarah



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# Questions & Answers



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# Thank You!



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